

WHAT IS CLAIMED IS:

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1. A method of matching an employment candidate to specific employment positions from multiple employers, comprising:

- 3 a. receiving employment position data measuring
- 4 a plurality of defined personality traits for
- 5 suitable candidates for each employment
- 6 position from said employers;
- 7 b. storing said received employment position
- 8 data;
- 9 c. receiving individual candidate data,
- 10 representative of personality traits for an
- 11 individual candidate;
- 12 d. comparing said individual candidate data with
- 13 said employment position data to produce a
- 14 list of potential employment positions for
- 15 said candidate from said employment positions;
- 16 e. providing said list to said candidate.

1 2. The method of claim 1, wherein a-d are performed using
2 a computing device.

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3 3. The method of claim 1 further comprising, providing
said candidate with a candidate questionnaire in order
to determine said individual candidate data.

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1 4. The method of claim 3, further comprising providing an
employee questionnaire to successful employees, filling
each of said specific employment positions, to
4 determine said employment position data.

- 1 5. The method of claim 4, wherein said candidate
2 questionnaire and said employee questionnaire are
3 identical.
- 1 6. The method of claim 1, wherein said received employment
2 position data comprises a plurality of numerical
3 ranges, each range indicative of a range of values of a
4 single personality trait of a suitable candidate for
5 one of said employment positions.
- 1 7. The method of claim 6, wherein said received candidate
2 data comprises a plurality of numerical values, each
3 numerical value indicative of a single personality
4 trait for said employee.
- 1 8. The method of claim 7, wherein each of said plurality
2 of ranges for each employment position, corresponds to
3 one of said plurality of numerical values for said
4 employee.
- 1 9. The method of claim 8, wherein said comparing comprises
2 determining which of said numerical values for said
3 candidate falls within a corresponding range for each
4 employment position.
- 1 10. The method of claim 9, wherein said comparing includes
2 calculating a metric comparing each trait of said
3 candidate, with a corresponding trait for each of said
4 employment positions.
- 1 11. The method of claim 10, wherein each metric is
2 calculated by calculating a difference between a value
3 for said trait of said candidate, and an average of a
4 corresponding range for an employment position.

- 1 12. The method of claim 11, wherein said comparing further
2 comprising summing all of said metrics to arrive at a
3 score indicative of said candidate's suitability for an
4 employment position.
- 1 13. The method of claim 1, further comprising providing
2 said candidate with an authenticator, authenticating
3 that said candidate has obtained said list.
- 1 14. The method of claim 13, wherein said authenticator
2 comprises a document.
- 1 15. The method of claim 13, wherein said list includes
2 identifiers of each of said employers.
- 1 16. The method of claim 1, further comprising:
2 f. receiving employment interest data measuring
3 a plurality of defined interests for suitable
4 candidates for each employment position from
5 said employers;
6 g. storing said received employment interest
7 data;
8 h. receiving individual candidate interest data,
9 representative of interests for an individual
10 candidate;
11 and wherein d. further comprises comparing said individual
12 candidate interest data with said employment interest data
13 to produce said list.

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17.

The method of claim 1, wherein at least one of said defined plurality attributes are chosen from the list of independence; competitiveness; assertiveness; conscientiousness; convention; organization; extroversion; group orientation; outgoing; stability; poise; relaxation; and social desirability.

18.

A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to:

(i) receive employment position data measuring a plurality of defined personality traits for suitable candidates for each of a plurality of employment positions from a plurality of employers;

(ii) store said received employment position data at said computing device;

(iii) receive individual candidate data, representative of personality traits for an individual candidate;

(iv) compare said individual candidate data with said employment position data to produce a list of potential employment positions for said individual candidate from said employment positions;

(v) provide said ~~list~~ to said individual candidate.

19. A computing device, for interconnection with a computer network, said computing device comprising:

a. a processor;

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4 b. computer memory in communication with said
5 processor;

6 said computer memory storing processor readable
7 instructions adapting said computing device to:

1 (i) receive employment position data measuring a
2 plurality of defined personality traits for
3 suitable candidates for each of a plurality of
4 employment positions from a plurality of
5 employers

6 (ii) store said received employment position data at
7 said computing device;

8 (iii) receive individual candidate data, representative
9 of personality traits for an individual candidate;

10 (iv) compare said individual candidate data with said
11 employment position data to produce a list of
12 potential employment positions for said individual
13 candidate from said employment positions;

14 (v) provide said list to said individual candidate.

1 20. The computing device of claim 19, further comprising

2 c. a network interface, in communication said
3 processor and for interconnection with a
4 computer network to receive said employment
5 position data and said individual candidate
6 data from said computer network